

Retention Counseling Session Sustainment Phase



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Sustainment Phase

- ➡ **Purpose of Sustainment Counseling Sessions**
- ▢ **Process/Skills to Conduct Counseling Sessions**
- ▢ **Required Sustainment Counseling Sessions**
- ▢ **Inspection/Disposition of the DA Form 4591-R**



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Sustainment Counseling Session

➡ **Recompute BASD/PEBD/ETS**

▢ **Eligibility for Reenlistment**

▢ **Bonuses**

▢ **Service Remaining
Requirements**

▢ **Reenlistment Options**



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Sustainment Counseling Session

➡ **BEAR Program**

- ▢ **Process a Soldier for Reenlistment**
- ▢ **Process a Reenlistment**
- ▢ **Conduct a Reenlistment Ceremony**
- ▢ **E-MILPO (Army Human Resource System)**
- ▢ **Eligibility for Reserve Components**



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Purpose of Sustainment Counseling Session

- ▮ **Ongoing Process**
- ▮ **Determine Soldier's Intentions**
- ▮ **Ask for Commitment**



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Sustainment Phase Counseling Sessions



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Regular Military Compensation

<http://www.dod.mil/cgi-bin/rmc.pl>

SPC With Over 5 Years for Pay

Base Pay X 12 = ~~\$~~23,230.80

BAH X 12 = \$9,552.00

BAS X 12 = \$3,267.12

**Tax Advantage (20%) = \$2,262.24
& Etc...**

RMC = ~~\$~~8,312.16

\$736.77 Per Week



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7 Counseling Steps

- **Open**
- **Summary**
- **Needs, Wants and Desires**
- **Facts**
- **Objections**
- **Summary**
- **Close**



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5 Ways to Ask for the Commitment



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Commander's Retention Counseling Session

- ➡ **26 Months Prior to ETS**
- **Company Commander will Discuss**
 - ✓ **Reenlistment Intentions**
 - ✓ **Status of MOS & Promotion Potential**
 - ✓ **BEAR Program**
 - ✓ **How Soldier Compares with Peers**



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Retention Counseling Session

- ➡ **24-25 Months Prior to ETS**
- ▢ **Career Counselor will Discuss**
 - ✓ **Eligibility**
 - ✓ **Options**
 - ✓ **Army Benefits**
- ▢ **Obtain Reenlistment Commitment**



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Retention Options Counseling Session

- ▮ **16-18 Months Prior to ETS**
- ▮ **Career Counselor will Discuss any Changes in the Soldiers**
 - ✓ **Eligibility**
 - ✓ **Options**
 - ✓ **Army Benefits**
- ▮ **Obtain Reenlistment Commitment**



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Retention Follow-Up Counseling Session

- ▣ **12-13 Months Prior to ETS**
- ▣ **Career Counselor will Discuss any Changes in the Soldiers**
 - ✓ **Eligibility**
 - ✓ **Options**
 - ✓ **Army Benefits**
 - ✓ **Civilian Opportunities (ACAP)**
- ▣ **Obtain Reenlistment Commitment**



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Retention Summary Counseling Session

- ▮ **7 Months Prior to ETS**
- ▮ **Career Counselor will Review**
 - ✓ **All Options, Incentives, Benefits**
 - ✓ **Reserve Component Affiliation**
- ▮ **Involve Chain of Command**



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Reserve Component Transition

Counseling Session

- **NLT 180 Days Prior to
ETS/Terminal Leave**
- **Career Counselor (RA or RC) will
Discuss**
 - ✓ **Eligibility for Reserve Component**
 - ✓ **Benefits of Reserve Component**
 - ✓ **Incentives Available**
 - ✓ **Options Available**



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